

# FOIA MARKER

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**Folder Title:**

ADA [Americans with Disabilities Act] Presidential Committee on Employment of People with Disabilities

**Stack:**

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**1**

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**2**

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PRESIDENT'S COMMITTEE ON  
EMPLOYMENT OF PEOPLE WITH DISABILITIES  
WASHINGTON, D.C. 20004-1107

**FACT SHEET ON:**

**THE AMERICANS WITH DISABILITIES ACT  
PUBLIC LAW 101-336**

**PURPOSE**

The Americans with Disabilities Act prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications, and activities of state and local government. Telecommunications relay services are established.

**EFFECTIVE DATES**

The Americans with Disabilities Act was signed into law on July 26, 1990. Provisions of the law become effective at various times ranging from 30 days to 30 years. Here is a summary:

- **Employers** with 25 or more workers, July 26, 1992.
- **Employers** with 15 or more workers, July 26, 1994.
- **State and local Government** activities, January 26, 1992.
- In general, **Public Accommodations** must be in compliance on January 26, 1992.
- **Transportation phase-ins** for accessibility range from 30 days to 30 years. (See details under transportation.)
- **Telecommunication relay services** become effective three years after the effective date of the law.

**EMPLOYMENT REQUIREMENTS**

Employers, employment agencies, labor organizations and joint labor-management committees must:

- Have non-discriminatory application procedures, qualification standards, and selection criteria and in all other terms and conditions of employment.
- Make reasonable accommodation to the known limitations of a qualified applicant or employee unless to do so would cause an undue hardship.

**Exceptions**

The bill makes exceptions regarding the employment of a person with a contagious disease, a person who illegally uses drugs or alcohol, employment of someone by a religious entity, and private membership clubs.



President's Committee on Employment  
of People with Disabilities

**THE AMERICANS WITH DISABILITIES ACT  
REGULATIONS**

Copies of ADA Regulations can be obtained as follows:

**TITLE I      EMPLOYMENT REGULATIONS**

Equal Employment Opportunity Commission  
1801 L. Street, N.W.  
Washington, DC 20507  
(800) 669-4000 (Voice)  
(800) 800-3302 (TDD)  
(800) 669-3362 (Publications Only)

Alternative formats are available in large  
print, Braille, electronic file on computer  
disk, and audio-tape.

**TITLE II-A    PUBLIC SERVICES OPERATED BY STATE AND LOCAL  
GOVERNMENTS**

and

**TITLE III    PUBLIC ACCOMMODATIONS AND SERVICES OPERATED BY  
PRIVATE ENTITIES**

U.S. Department of Justice  
P.O. Box 66118  
Washington, DC 20530-6118  
(202) 514-0301 (Voice)  
(202) 514-0383 (TDD)

Alternative formats are available in large  
print, Braille, electronic file on computer  
disk, and audio-tape.

(over)

## **ADA ACCESSIBILITY GUIDELINES**

Architectural and Transportation  
Barriers Compliance Board  
1331 F. Street, N.W.  
Suite 1000  
Washington, DC 20004-1111  
(800) 872-2253 (Voice/TDD)  
(202) 272-5434 (Voice)  
(202) 272-5449 (TDD)

Alternative formats are available in large print, Braille, computer disk and cassette tape.

All of the above rules are available on the electronic bulletin board accessed by dialing (202) 514-6193.

### **TITLE IV      TELECOMMUNICATIONS RELAY SERVICES FOR HEARING-IMPAIRED AND SPEECH-IMPAIRED INDIVIDUALS**

Federal Communications Commission  
Office of Public Affairs  
1919 M Street, N.W.  
Room 254  
Washington, DC 20554  
(202) 632-7260 (Voice)  
(202) 632-6999 (TDD)

### **TRANSPORTATION FOR INDIVIDUALS WITH DISABILITIES**

Department of Transportation  
400 Seventh Street, S.W.  
Room 9315  
Washington, DC 20590  
(202) 366-4390 (Voice)  
(202) 366-1656 (Voice)  
(202) 366-4567 (TDD)

Copies of the rule in accessible formats will be made available upon request

MKR - 07/29/93

# *Words with Dignity*

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Guidance on how to write and speak about people with disabilities

## *Choosing Words with Dignity*

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People with disabilities, like other minority groups, are actively seeking full civil rights. They want to be accepted in their communities as equals.

Your portrayal of individuals with handicapping conditions can greatly affect the public's perception of their worth. What you write and what you say can enhance the dignity of people with disabilities and can promote positive attitudes about their abilities.

Let your descriptive words emphasize the person's worth and abilities, not the disabling condition. Refer to the person first rather than the disability. The phrase "people with disabilities" is preferred, for instance, over "the disabled" which tends to emphasize disability and to create the image of an unusual and homogeneous group.

### *Affirmative Phrases*

- person who is blind; person who is visually impaired
- person who is deaf; person who is hearing impaired
- person who has multiple sclerosis
- person affected by cerebral palsy
- person who has muscular dystrophy
- person with mental retardation
- person with epilepsy; person with a seizure disorder
- person who uses a wheelchair
- person without disabilities; non-disabled person
- physically disabled
- unable to speak; non-verbal
- seizure
- successful, productive

### *Negative Phrases*

- the blind
- suffers a hearing loss
- afflicted by MS
- CP victim
- stricken by MD
- retarded; mentally defective
- epileptic
- confined or restricted to a wheelchair
- normal person (implies person with a disability isn't normal)
- cripple; lame; deformed
- dumb; mute
- fit
- courageous (implies the person is a hero or martyr)
- drain; burden; poor; unfortunate

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*President's Committee on Employment of People with Disabilities*  
1331 F Street, NW • Washington, DC 20004-1107



President's Committee on Employment  
of People with Disabilities

## HOW TO OBTAIN CONGRESSIONAL DOCUMENTS

U.S. House of Representatives and Senate Legislative materials are available from:

House Document Room  
B-18 Ford House Office  
Building  
2nd and D Sts., SW  
Washington, DC 2051  
(202)225-3456

or

Senate Document Room  
B-04 Hart Senate Office  
Building  
2nd St. and Constitution Ave., NE  
Washington, DC 20510  
(202)224-7860

You can obtain legislative documents (bills, resolutions, and acts) by picking them up at one of the Document Rooms or by mail requests. No telephone requests are accepted. When requesting documents you must specify either the number or the title of the document. Also, if you request them by mail, you must enclose a self-addressed gummed label for return mailing. You can request 12 items per day from the House and 6 items per day from the Senate. Only one copy of a document per request will be issued.

Hearings and Committee prints are available only from Committees or from:

The Congressional Sales Office  
Superintendent of Documents  
Main GPO Bookstore  
Washington, DC 20402-9315

An additional way to obtain legislative documents is to request them from your Congressional Representative's or your Senator's home or Washington, D.C. office.

MKR -08/26/93

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# *Job Accommodation Ideas*

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## Job accommodation problems with proposed low-cost solutions

Job accommodation for people with disabilities requires a partnership between the employee with a disability and company representatives. If there is a labor union, their personnel can assist. All parties must work together as equals to come up with the best way for the person to do the job. The President's Committee sees the job accommodation process as similar to many other workplace problems which are resolved through research and common sense. Each individual accommodation is an example of "working together for change." This teamwork generally results in cost-effective solutions.

The President's Committee's Job Accommodation Network (JAN) offers assistance in resolving these situations. JAN has developed a large national data base of solutions to accommodation problems and has offered a few examples to introduce the concept to people who are first learning about hiring people with disabilities.

These sample accommodations are not necessarily the "only" or "ideal" solutions. Accommodations are made on an individual basis, one at a time, so there could be several other possibilities if an employer faces a similar situation. Accommodations alone do not necessarily bring a company in total compliance with the ADA, but they can solve many problems.

We present these "problems" and "solutions" to start the creative process. They can be used to give a person who is inexperienced in hiring people with disabilities an idea of some accommodations that have actually been achieved. They make it easier to begin the process of working together for change.

After you read a few, you may want to read the problem, cover the solution section, and try to think of alternatives yourself. Then you can see the one that was actually used.

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**Problem:** A person had an eye disorder. Glare on the computer screen caused fatigue.

**Solution:** An antiglare screen was purchased. (\$39.00)

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**Problem:** A person with a learning disability worked in the mail room and had difficulty remembering which streets belonged to which zip codes.

**Solution:** A rolodex card system was filed by street name alphabetically with the zip code. This helped him to increase his output. (\$150.00)

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**National Institute on Disability and Rehabilitation Research (NIDRR)  
Regional Disability and Business Technical Assistance Centers (DBTACs)**

**1-800-949-4232 (Voice/TDD)**

Your free call will ring through to the NIDRR DBTAC responsible for the region that contains your area code.

|                                                                      |                                                                                            |                                                                                                                                    |
|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| <b>I New England<br/>DBTAC<br/>CT, ME, MA, NH, RI, VT</b>            | <b>U. of So. Maine- Muskie<br/>Inst. of Public Affairs</b>                                 | <b>145 Newbury St.<br/>Portland, ME 04101<br/>207-874-6535 V/TDD<br/>207-874-6529 Fax</b>                                          |
| <b>II Northeast<br/>DBTAC<br/>NJ, NY, PR, VI</b>                     | <b>United Cerebral Palsy<br/>Assoc./NJ</b>                                                 | <b>354 So. Broad St.<br/>Trenton, NJ 08608<br/>609-392-4004 609-392-7044 TDD<br/>609-392-3505 Fax</b>                              |
| <b>III Mid Atlantic<br/>DBTAC<br/>DE, DC, MD, PA, VA, WV</b>         | <b>Endepence Ctr. of No.<br/>Virginia</b>                                                  | <b>2111 Wilson Blvd. #400, Arlington, VA 22201<br/>703-525-3268 V/TDD<br/>800-232-4999 703-525-6835 Fax</b>                        |
| <b>IV Southeast<br/>DBTAC<br/>AL, FL, GA, KY, MS, NC, SC,<br/>TN</b> | <b>United Cerebral Palsy Assoc.<br/>Inc./Nat. Alliance of Business</b>                     | <b>1776 Peachtree Rd., #310N<br/>Atlanta, GA 30309<br/>404-888-0022 V/TDD<br/>404-888-9091 Fax</b>                                 |
| <b>V Great Lakes<br/>DBTAC<br/>IL, IN, MI, MN, OH, WI</b>            | <b>U. of Illinois at Chicago/ U.<br/>Affiliated Program</b>                                | <b>1640 W. Roosevelt Rd., M/C 626<br/>Chicago, IL 60608<br/>312-413-7756 V/TDD 312-413-1326 Fax</b>                                |
| <b>VI Southwest<br/>DBTAC<br/>AR, LA, NM, OK, TX</b>                 | <b>Independent Living Research<br/>Utilization/ The Inst. for<br/>Rehab &amp; research</b> | <b>2323 S. Shepherd St.<br/>Suite 1000 Houston, TX 77019<br/>713-520-0232 713-520-5136 TDD<br/>713-520-5785 Fax</b>                |
| <b>VII Great Plains<br/>DBTAC<br/>IA, KS, NE, MO</b>                 | <b>U. of Missouri at Columbia</b>                                                          | <b>4816 Santana Dr.<br/>Columbia, MO 65203<br/>314-882-3600 V/TDD<br/>314-884-4925 Fax</b>                                         |
| <b>VIII Rocky Mtn.<br/>DBTAC<br/>CO, MT, ND, SD, UT, WY</b>          | <b>Meeting the Challenge, Inc.</b>                                                         | <b>3630 Sinton Rd., 103<br/>Colorado Springs, CO 80907-5072<br/>719-444-0252 V/TDD<br/>719-444-0269 Fax</b>                        |
| <b>IX Pacific DBTAC<br/>AZ, CA, HI, NV, Pacific Basin</b>            | <b>Berkeley Planning Associates</b>                                                        | <b>440 Grand Ave., #500<br/>Oakland, CA 94610<br/>510-465-7884<br/>800-949-4232 TDD 510-465-7885 Fax</b>                           |
| <b>X Northwest DBTAC<br/>AK, ID, OR, WA</b>                          | <b>Washington State Gov's<br/>Comm. on Dis. Issues &amp;<br/>Empl.</b>                     | <b>605 Woodland Square<br/>Loop S E<br/>Olympia, WA 98507-9046<br/>800-949-4ADA V/ TDD 206-438-4116 V/TDD<br/>206-438-4014 Fax</b> |



President's Committee on Employment  
of People with Disabilities

**Telephone Numbers for ADA Technical Assistance**

President's Committee on Employment of People with Disabilities  
202-376-6200 (Voice) 202-376-6205 (TDD) 202-376-6219 (Fax)

Job Accommodation Network, A Service of the President's Committee  
800-526-7234 (Voice/TDD)

Architectural and Transportation Barriers Compliance Board  
800-872-2253 (Voice/TDD) 202-272-5434 (Voice) 202-272-5449 (TDD)

U.S. Department of Justice  
202-514-0301 (Voice) 202-514-0383 (TDD)

U.S. Department of Transportation  
202-366-4390 or 1656 (Voice) 202-366-4567 (TDD)

Disability Rights Education and Defense Fund  
202-986-0375 (Voice/TDD) 510-644-2555 (Voice) 510-644-2626 (TDD)

Equal Employment Opportunity Commission  
800-669-4000 (Voice) 800-669-3302 (TDD)  
800-669-3362 Publications only (Voice)

Federal Communications Commission  
202-634-1832 (Voice) 202-662-6999 (TDD)

National Association of the Deaf  
301-587-1788 (Voice) 301-587-1789 (TDD)

National Association of Protection and Advocacy Systems  
202-408-9514 (Voice) 202-408-9521 (TDD)

National Center for Law and the Deaf  
202-651-5373 (Voice/TDD)

National Institute on Disability and Rehabilitation Research  
202-205-9151 (Voice) 202-205-9136 (TDD)

Project Action - National Easter Seal Society  
202-347-3066 (Voice) 202-347-7385 (TDD)

Rehabilitation Services Administration  
202-205-9331 (Voice) 202-205-5538 (TDD)

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FOR FURTHER INFORMATION ON SPECIFIC TOPIC AREAS CONTACT  
ARCHITECTURAL & TRANSPORTATION BARRIERS COMPLIANCE BOARD  
1331 "F" Street, NW - 10TH FLOOR  
WASHINGTON, DC 20004-1111

VOICE AND TDD: (202) 272-5434  
VOICE AND TDD: (800) 872-2253

CLEARINGHOUSE ON DISABILITY INFORMATION  
SWITZER BUILDING, ROOM 3132  
330 "C" STREET, SW  
WASHINGTON, DC 20202-2524

VOICE: (202) 205-8241

JOB ACCOMMODATION NETWORK (JAN)  
918 CHESTNUT RIDGE ROAD, SUITE 1  
P.O. BOX 6080  
MORGANTOWN, WV 26506-6080

TOLL FREE INFORMATION SERVICE (VOICE/TDD)  
OUTSIDE WEST VIRGINIA: 800-526-7234  
WEST VIRGINIA 800 526-4698  
CANADA 800-526-2262

ADA INFORMATION (VOICE)/TDD) 800-ADA-WORK

COMPUTER BULLETIN BOARD 800-DIAL-JAN

NATIONAL REHABILITATION INFORMATION CENTER  
8455 COLESVILLE ROAD #935  
SILVER SPRING, MD 20910-3319

VOICE AND TDD: (301) 588-9284

PRESIDENT'S COMMITTEE ON MENTAL RETARDATION  
330 INDEPENDENCE AVENUE, SW  
ROOM 5325  
WASHINGTON, DC 20201-0001

VOICE: (202) 619-0634

JUNE 1993

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE  
WITH DISABILITIES

1331 "F" STREET, NW, WASHINGTON, DC 20004-1107  
(202) 376-6200 (VOICE) (202) 376-6205 (TDD) (202) 376-6219 (FAX)

- 6-484 EMPLOYERS ARE ASKING ABOUT ACCOMMODATING WORKERS WITH  
DISABILITIES
- 6-503 THIS IS THE PRESIDENT'S COMMITTEE
- 6-516 PRESIDENT'S COMMITTEE/HOWARD UNIVERSITY  
PROCEEDINGS OF NATIONAL CONFERENCE--  
BUILDING BRIDGES TO INDEPENDENCE
- 6-530 READY, WILLING AND AVAILABLE
- 6-540 WORKLIFE, FALL (ADA SPECIAL) 1990\*  
INCLUDES PUBLIC LAW 101-336
- 6-541 EMPLOYER INCENTIVES WHEN HIRING PEOPLE WITH  
DISABILITIES
- 6-542 FACT SHEET ON MEDICAL EXAMINATIONS: ARE THEY  
BENEFICIAL
- 6-543 FACT SHEET ON: THE AMERICANS WITH DISABILITIES  
ACT
- 6-544 PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH  
DISABILITIES ADA BROCHURES  
CHECK ITEMS REQUESTED:
- ( ) ADA IN BRIEF
  - ( ) FOCUS ON DISABLED VETERANS
  - ( ) FOCUS ON EMPLOYMENT
  - ( ) FOCUS ON PUBLIC ACCOMMODATIONS
  - ( ) FOCUS ON TRANSPORTATION
- 6-545 WORDS WITH DIGNITY (FACT SHEET)
- 6-546 FACTS YOU CAN USE - DISABILITIES (FACT SHEET)
- 6-547 JOB ACCOMMODATION IDEAS (FACT SHEET)
- 6-548 PATHWAYS TO EMPLOYMENT FOR PEOPLE WITH LEARNING  
DISABILITIES
- 6-549 ADA SUMMIT
- 6-550 ADA AND THE HEALTH PROFESSIONAL
- 6-551 PEOPLE WITH DISABILITIES IN OUR NATION'S  
JTPA PROGRAMS - PROGRAM YEAR 1991



# Facts About Disability

Background information and statistics for use in your community education program.

## Number of People with Disabilities

According to the Americans with Disabilities Act, there are 43 million Americans with disabilities. Although there are many ways of calculating numbers of people with disabilities, the President's Committee is pleased to bring you the latest data. The National Center for Medical Rehabilitation Research published the following statistics for people with physical disabilities in *The Scope of Physical Disability in America—Populations Served*:

- People with hearing impairments: 22 million including 2 million who are deaf.
- People who are totally blind: 120,000.
- People who are legally blind: 60,000.
- People with epilepsy: 2 million (Note: four out of five people with epilepsy do not have seizures because they take medication.)
- People who are partially or completely paralyzed: 1.2 million.
- People who use wheelchairs: 1 million.
- People with developmental disabilities such as cerebral palsy and mental retardation: 9.2 million.
- People with speech impairments: 2.1 million.
- People with mental retardation: Between 2 and 2.5 million people. Nine out of ten people with mental retardation have mild mental retardation.

According to the National Institute on Mental Health, there are five million people with mental illness.

## Workforce Participation Data

In 1989, the Census Bureau reported the following facts in a report entitled *Labor Force Status and Other Characteristics of Persons with a Work Disability: 1981-1988*.

- 13.4 million people ages 16 to 64 report a work-related disability. That is 8.6% or about one in every twelve Americans with disabilities.
- 31.6% of people with disabilities work or actively seek work.
- 78.6% of Americans without disabilities work or actively seek work.
- Participation in the labor force of men with disabilities (working or actively seeking work) has dropped from 41.9% in 1981 to 35.7% in 1989. However, among women with disabilities, it has risen to 27.5% from 23.7%.
- One in three severely disabled adults is black or of Hispanic origin, compared to just over one in five in 1982.
- Adults with disabilities are almost four times as likely as are non-disabled adults to have less than a ninth grade education.
- According to a Harris Poll taken in 1986, two out of three people with disabilities are not working. And of those, two out of three want to work.

## Employers Reactions to Workers with Disabilities?

Over 900 managers were interviewed by the Harris Poll and they had this to say about people with disabilities who worked for them:

- Nineteen out of twenty managers give employees with disabilities a "good" or "excellent" rating on their job performance. They say employees with disabilities work as hard or harder than their employees who do not have disabilities.
- Thirty-nine percent of line managers rate employees with disabilities as better on attendance and punctuality than non-disabled employees, and 40% rate them about the same.
- The average cost of hiring people with disabilities is the same as hiring a person without a disability, according to three-quarters of the employers surveyed.
- However, only 43% of EEO officers say that their companies have hired people with disabilities.

- 
- Three out of every four managers say that people with disabilities often encounter discrimination from employers.

### **Cost of Accommodation**

According to the Job Accommodation Network, a service of the President's Committee on Employment of People with Disabilities:

- 31% of accommodation reported to JAN cost nothing.
- 50% cost less than \$50.00.
- 69% cost less than \$500.00.
- 88% cost less than \$1,000.00.

This information comes from their databank of accommodations. The JAN toll free voice and TDD numbers are:

|                       |                |
|-----------------------|----------------|
| Outside West Virginia | 1-800-526-7234 |
| West Virginia         | 1-800-526-4698 |
| Canada                | 1-800-526-2262 |
| ADA Information       | 1-800-ADA-WORK |

### **Cost of Maintaining People with Disabilities Who are Excluded from the Workforce**

The cost of maintaining people with disabilities who cannot find jobs is staggering. In FY 1970, total disability expenditures amounted to \$19.3 billion dollars. By 1986, these expenditures had increased cumulatively by 779 percent to \$169.4 billion. This includes Social Security Disability Insurance, Supplemental Security Income, workers compensation, welfare and greatly increased private transfer payments which reflect claims of individuals injured on the job. Other estimates are higher. In FY 1987, about \$28.2 billion in benefits were paid out to nonworking people with disabilities by Social Security alone.

### **For Additional General Information**

Write to:

President's Committee on Employment  
of People with Disabilities  
1331 F Street, NW, Washington, DC  
20004-1107

Phone: 202-376-6200 (Voice)  
202-376-6205 (TDD)  
202-376-6219 (FAX)

All public documents produced by the President's Committee on Employment of People with Disabilities are available in alternative format.



# Employer Resources

## Programs and Resources for Employers

| Employer Incentives/Resources                                           |                                                                                                                                                                          |                                                                                                                          |                                                                                                                                |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Program                                                                 | Description                                                                                                                                                              | Restrictions                                                                                                             | More Information                                                                                                               |
| Abledata                                                                | Contains more than 15,000 listings of adaptive devices for all disabilities. A consumer referral service that responds with printed reports to requests for information. | Does not make diagnoses.                                                                                                 | Abledata<br>8455 Colesville Rd. #935<br>Silver Spring, MD 20910<br>-3319<br>1-800-346-2742 voice/tdd<br>301-588-9284 voice/tdd |
| Disabled Access Credit (Section 44 of the IRS Code)                     | Encourages small businesses to comply with the Americans with Disabilities Act by allowing a tax credit of up to \$5,000 a year.                                         | Expenditures must exceed \$250 and may not exceed \$10,250. Can only deduct up to 50% of "eligible access expenditures". | Internal Revenue Service                                                                                                       |
| IBM Special Needs Information Referral Center                           | Conducts database searches in response to specific queries. Will provide resource guides and instructional videotapes upon request.                                      | None                                                                                                                     | 1-800-426-2133 voice<br>1-800-284-9482 tdd                                                                                     |
| Job Accommodation Network (JAN)                                         | Free consulting service on available aids, devices and methods for accommodating workers with disabilities.                                                              | None                                                                                                                     | 1-800-526-7234 voice/tdd                                                                                                       |
| Job Training and Partnership Act (JTPA)                                 | Customized training or retraining to meet local employer needs.                                                                                                          | Employer must hire trainee with intent of permanent full-time position.                                                  | Private Industry Council (State or Local)<br>Chamber of Commerce<br>City or State government                                   |
| Special Education Transition and Vocational Education Training Programs | Provides training, placement and on-the-job supervision for youth with disabilities. Can gear training to local employer needs.                                          | Restricted to school-age youth.                                                                                          | Local secondary school authorities.                                                                                            |
| Supported Employment                                                    | A technique for providing on-the-job supervision for an extended time period for workers with severe disabilities.                                                       | Employer may be required to help fund the cost of "job coaches".                                                         | Local Vocational Rehabilitation Agency or secondary school authorities.                                                        |

## **Employer Resources (cont'd)**

| <b>Program</b>                                                                               | <b>Description</b>                                                                                                  | <b>Restrictions</b>                                                                                        | <b>More Information</b>                                                                                                                              |
|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Targeted Jobs Tax Credit (TJTC)                                                              | Tax credit of 40% of first \$6,000 earned per employee provided the employment lasts at least 90 days or 120 hours. | May not claim TJTC and OJT for same wages. Certification must be requested on or before first day of work. | IRS (See Publication #907)<br>State Employment Service<br>Private Industry Council<br>Vocational Rehabilitation<br>(Check State and City government) |
| Tax Credit on Architectural and Transportation Barrier Removal (Section 190 of the IRS Code) | Tax deduction on up to \$15,000 spent to make a workplace more accessible for employees and customers.              | Improvements must meet Treasury Department standards.                                                      | Internal Revenue Service                                                                                                                             |
| Vocational Rehabilitation On-The-Job Training Program                                        | Shared payment of the disabled employee's wages for a limited time on a negotiated schedule.                        | Worker must be a VR client. Position must be permanent, full-time, pay minimum wage.                       | Local Vocational Rehabilitation Agency                                                                                                               |
| Windmills (Attitudinal Awareness Training)                                                   | Enables employers to build more understanding and acceptance in the workplace.                                      | None                                                                                                       | California Governor's Committee for Employment of Disabled Persons<br>916-323-2545                                                                   |

### **For Additional General Information**

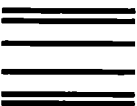
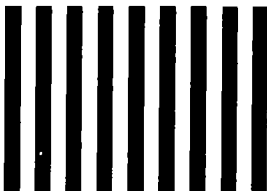
Write to:

President's Committee on Employment  
of People with Disabilities  
1331 F Street, NW, Washington, DC  
20004-1107

Phone: 202-376-6200 (Voice)  
202-376-6205 (TDD)  
202-376-6219 (FAX)

All public documents produced by the President's  
Committee on Employment of People with  
Disabilities are available in alternative formats.

NO POSTAGE  
NECESSARY  
IF MAILED  
IN THE  
UNITED STATES



**BUSINESS REPLY MAIL**  
FIRST CLASS MAIL PERMIT NO 6 MORGANTOWN WV

POSTAGE WILL BE PAID BY ADDRESSEE

WEST VIRGINIA UNIVERSITY  
JOB ACCOMMODATION NETWORK  
809 ALLEN HALL  
PO BOX 6123  
MORGANTOWN WV 26506-9901



The Job Accommodation Network (JAN) is an international consulting service that provides information about job accommodation and the employability of people with disabilities.

JAN is a service of The President's Committee on Employment of People with Disabilities.

## Free Information Services

### Job Accommodation Network

|                       |                |
|-----------------------|----------------|
| (JAN)                 | (Voice/TDD)    |
| Outside West Virginia | 1-800-526-7234 |
| West Virginia         | 1-800-526-4698 |
| Canada                | 1-800-526-2262 |

|                        |                  |
|------------------------|------------------|
| <b>ADA Information</b> | (Voice/TDD)      |
| 1-800-ADA-WORK         | (1-800-232-9675) |

### Computer Bulletin Board

|                |                  |
|----------------|------------------|
| 1-800-DIAL-JAN | (1-800-342-5526) |
|----------------|------------------|

**For more information, please return the postage-paid card or contact**

### Job Accommodation Network

809 Allen Hall  
West Virginia University  
P.O. Box 6123  
Morgantown, WV 26506-6123

or

### The President's Committee on Employment of People with Disabilities

1331 F Street, N.W.  
Washington, DC 20004-1107  
202-376-6200 (Voice)  
202-376-6205 (TDD)  
202-376-6219 (FAX)

923-993

# JAN

## Job Accommodation Network



**FREE CALLING  
FREE CONSULTING  
FREE INFORMATION**

About job accommodation strategies and the employability of people with disabilities.

1-800

# JAN-7234



**A Service of the  
President's  
Committee on  
Employment of  
People with  
Disabilities**



### Why you should contact the Job Accommodation Network (JAN)

You, your company, your agency or someone you know will benefit from contacting the Job Accommodation Network (JAN).

JAN will give you practical suggestions for changing a worker's surroundings so that

- a disabled employee can return to work;
- a person with functional limitations can be hired or promoted to a new position;
- an employee can perform work more easily and be more productive.

JAN can also give you information that will help you create barrier-free facilities that comply with the Americans with Disabilities Act (ADA.).

*JAN is not an employment service, but a **job accommodation** service.*

*JAN services are free.*

**Try JAN's comprehensive services:**

- ☐ **Call Toll-free** in the United States and Canada. Phone lines serve both voice and TDD (telecommunication devices for deaf persons). You may speak English, French, or Spanish.
- ☐ **Talk with JAN's helpful consultants**, who are knowledgeable about a wide range of functional limitations and capabilities of persons with disabilities.
- ☐ **Discover practical strategies for your situation.** You will receive free information from JAN's extensive library of information about accommodation strategies, methods, and manufactured devices.
- ☐ **Request special formats.** JAN produces information in English, French, and Spanish, as well as in braille and large print, and on tape or disk.
- ☐ **Join the free computer network.** Ask for information about DIAL-JAN, the toll-free computer bulletin board for discussion groups, electronic mail and accommodation information.

*JAN will use all its resources to discover and deliver practical suggestions for your particular situation.*



**Discover the truth about job accommodations:**

- ☐ Job Accommodations are usually not expensive.
- ☐ Job Accommodations may be as simple as a rearrangement of equipment.
- ☐ Job Accommodations can reduce workers' compensation and other insurance costs.
- ☐ Job Accommodations can increase the pool of qualified employees.
- ☐ Job Accommodations can create opportunities for persons with functional limitations.

*88% of job accommodations suggested by JAN cost less than \$1000.*



**Discover the capabilities of workers with functional limitations.**

Accommodations suggested by JAN assist employees with all kinds of limitations.

- ☐ Sensory limitations (vision, hearing, speech).
- ☐ Motor limitations (loss of limb, paralysis, carpal tunnel syndrome).
- ☐ Neurological functioning (specific learning disabilities, mental illness, mental retardation, and head injury).
- ☐ Multiple limitations (multiple sclerosis, cerebral palsy, muscular dystrophy).
- ☐ Other disabilities such as allergies, diabetes, heart disease, HIV/AIDS.

*Anyone may call JAN for information.*



**Return this card to receive**

(please check)

- ☐ Form for sharing your job accommodation story with the network.
- ☐ Instructions on using DIAL-JAN, the toll-free computer bulletin board service.
- ☐ More information about the Job Accommodation Network.

Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

I acquired this brochure from \_\_\_\_\_

I heard about JAN from \_\_\_\_\_



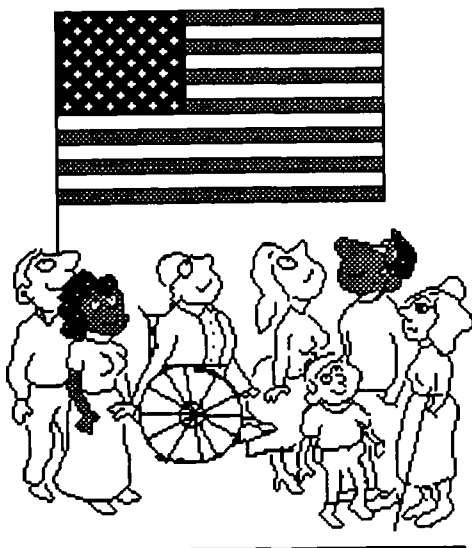
**Job Accommodation Network**

**A Service of the President's Committee on Employment of People with Disabilities**

|                               |                  |
|-------------------------------|------------------|
| Job Accommodation Information | (Voice/TDD)      |
| Outside West Virginia         | 1-800-526-7234   |
| West Virginia                 | 1-800-526-4698   |
| Canada                        | 1-800-526-2262   |
| ADA Information               | (Voice/TDD)      |
| 1-800-ADA-WORK                | (1-800-232-9675) |
| Computer Bulletin Board       |                  |
| 1-800-DIAL-JAN                | (1-800-342-5526) |

## Enforcement

The Federal Communications Commission (FCC) is the Federal agency that is responsible for enforcing ADA telecommunication services provisions.



Revised February 1992

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of People with Disabilities**  
1331 F Street, NW  
Washington, DC 20004-1107  
202/376-6200 voice  
202/376-6205 tdd  
202/376-6219 fax

## Regulations and Information

☛ ADA Regulations for Title IV - Telecommunications Relay Services For Hearing-Impaired and Speech-Impaired Individuals  
contact: Federal Communications Commission, Office of Public Affairs, 1919 M Street, NW, Room 254, Washington, DC 20554.  
202/632-7260 - voice 202/632-6999 - tdd.

☛ The President's Committee on Employment of People with Disabilities (PCEPD) has other ADA brochures and publications. Alternative formats are available.

## Americans with Disabilities Act

### In Brief

**Focus  
on  
Telecommunications**

"Every man, woman and child with a disability now can pass through once-closed doors into a bright new era of equality, independence and freedom."

**President George Bush**



**President's Committee  
on Employment of People  
with Disabilities**

**Purpose:** The purpose of the Americans with Disabilities Act (ADA), PL 101-336, is to extend to people with disabilities civil rights similar to those now available on the basis of race, color, national origin, sex and religion through the Civil Rights Act of 1964. It prohibits discrimination on the basis of disability in: • employment, • services rendered by state and local governments, • places of public accommodation, • transportation, • telecommunications services.

This brochure focuses on the rights customers have to equal access to telephone services. Other provisions of the ADA are covered in other brochures in this series.

## Americans With Disabilities Act (PL 101-336)



TDD

### Key Telecommunications Provisions

✓ Telephone companies shall ensure that interstate and intrastate telecommunications relay services are available, not later than July 26, 1993.

✓ Telecommunications relay services may be offered by the company itself or through another provider.

✓ Telecommunications relay services must operate every day for 24 hours per day.

✓ Telecommunications relay services may not cost more than voice services.

✓ Relay operators may not refuse calls or limit the length of calls that use telecommunications relay services.

✓ Relay operators must keep the content of any relayed conversation confidential and may not keep records of conversations.

✓ Relay operators may not edit or change conversations.

### The ADA says....

"In order ... to make available to all individuals in the United States a rapid, efficient nationwide communication service, and to increase the utility of the telephone system of the Nation, the Commission shall ensure that interstate and intrastate telecommunications relay services are available, to the extent possible and in the most efficient manner, to hearing-impaired and speech-impaired individuals in the United States."

### A Key Definition

The term telecommunications relay services means telephone transmission services that provide the ability for an individual who has a hearing or speech impairment to engage in communication by wire or radio with a hearing individual in a manner that is functionally equivalent to the ability of an individual who does not have a hearing impairment or speech impairment to communicate using voice communication services by wire or radio. Such term includes services that enable two-way communication between an individual who uses a telecommunications device for the deaf (tdd) or other non-voice terminal device and an individual who does not use such a device.

## ADA's

### Impact on Employment

- ADA prohibits discrimination against workers with disabilities. As of July 1992, it applies to all employers with 25 or more employees, and in July 1994, to all employers with 15 or more.
- ADA employment provisions apply to private employers, state and local governments, employment agencies, labor organizations, and joint labor-management committees.
- ADA requires equal opportunity in selection, testing and hiring of qualified applicants with disabilities.
- ADA requires equal treatment in promotion and benefits.
- ADA requires reasonable accommodation for workers with disabilities when such accommodations would not impose an "undue hardship." Reasonable accommodation is a concept already familiar to and widely used in today's workplace.

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Revised February 1992

#### President's Committee on Employment of People with Disabilities

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Washington, DC 20004-1107  
202/376-6200 voice  
202/376-6205 tdd  
202/376-6219 fax

## Regulations and Information

- ADA Regulations for Title I - Employment contact: Equal Employment Opportunity Commission, 1801 L Street, NW, Room 9024, Washington, DC 20507. 800/669-3362 - voice 800/800-3302 - tdd. Alternative formats are available.
- Information on making job accommodations contact: JAN (Job Accommodation Network). 800/526-7234 U.S. - voice/tdd. 800/526-4698 in W. Va. - voice/tdd.
- ADA Regulations for Transportation contact: Urban Mass Transportation Administration, 400 7th Street, SW, Room 9316, Washington, DC 20590. 202/366-9306 or 4011 - voice 202/755-7687 or 366-2979 - tdd. Alternative formats are available on request.
- ADA Regulations for Title III - Public Accommodations contact: U.S. Department of Justice, P.O. Box 66118, Washington, DC 20530-6118. 202/514-0301 - voice 202/514-0381 - tdd. Alternative formats are available.
- ADA Accessibility Guidelines for Buildings and Facilities, and those for Transportation Vehicles contact: Architectural and Transportation Barriers Compliance Board, 1331 F Street, NW, Suite 1000, Washington, DC 20004-1111. 202/272-5434 - voice/tdd. 800/872-2253 - voice/tdd. Alternative formats are available.
- ADA Regulations for Title IV - Telecommunications contact: Federal Communications Commission, Office of Public Affairs, 1919 M Street, NW, Room 254, Washington, DC 20554. 202/632-7260 - voice 202/632-6999 - tdd.
- The President's Committee on Employment of People with Disabilities (PCEPD) has other ADA brochures and publications. Alternative formats are available.

## Americans with Disabilities Act

### ADA in Brief

"Every man, woman and child with a disability now can pass through once-closed doors into a bright new era of equality, independence and freedom."

President George Bush



President's Committee on  
Employment of People  
with Disabilities

To this Nation's over 43 million citizens with disabilities, the Americans with Disabilities Act (ADA), PL 101-336, is an unprecedented opportunity to eliminate the barriers to independence and productivity. The ADA is modeled after the Civil Rights Act of 1964 and Title V of the Rehabilitation Act of 1973. The Act is based on a bill originally drafted by the National Council on Disability that was supported by every major disability organization and constituency group.

**Purpose:** The purpose of the ADA is to extend to people with disabilities civil rights similar to those now available on the basis of race, color, sex, national origin, and religion through the Civil Rights Act of 1964. It prohibits discrimination on the basis of disability in:

- private sector employment,
- services rendered by state and local governments,
- places of public accommodation,
- transportation,
- telecommunications services.

## Employment

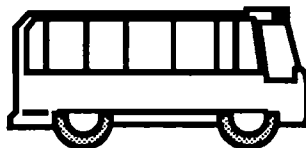
The ADA prohibits discrimination against a qualified individual with a disability in employment and includes specific features related to reasonable accommodation, qualification standards and other labor-management issues.



# Americans With Disabilities Act (PL 101-336)

"No covered entity shall discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment."

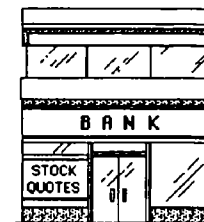
## Public Services



ADA addresses services and activities of State and local governments including actions applicable to public transportation provided by public entities. Transportation provisions of the Act are intended to improve access in equipment (buses, rail coaches), facilities and demand response systems. Some of these requirements include: the purchase of new accessible public transportation equipment, special transportation services that are comparable to fixed route services, modification of key existing facilities to assure access, and inter-city and commuter rail accessibility improvements.

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination by a department, agency, special purpose district, or other instrumentality of a State or a local government.

## Public Accommodations



ADA addresses public accommodations and businesses and services operated by private entities. Privately owned transportation is also included. Specific features of the Act vary from section to section laying out how equal

access is to be achieved by particular entities.

"No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation."

## Telecommunications



ADA mandates that telecommunications relay services be offered by private companies and includes services operated by States.

"....shall ensure that interstate and intra-state telecommunications relay services are available... to hearing-impaired and speech-impaired individuals in the United States."

## Miscellaneous Provisions

Various explanations, exemptions, directives and mandated studies are also detailed in the Act.

considered in determining whether an accommodation would cause an undue hardship include:

- \* the nature and cost of the accommodation;
- \* the resources and size of the business as a whole and of the facility making the accommodation;
- \* the type of business operation, including the composition, functions and structure of the workforce;
- \* the impact that the accommodation would have on the facility making it and on the business as a whole.

In general, a larger employer will be expected to make accommodations requiring greater effort or expense than a smaller employer.

#### **Enforcement**

The Equal Employment Opportunity Commission (EEOC), the Federal agency that regulates and enforces other employment discrimination laws, is responsible for enforcing ADA employment provisions.

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Revised February 1992

**President's Committee on Employment  
of People with Disabilities**  
1331 F Street, NW  
Washington, DC 20004-1107  
202/376-6200 voice  
202/376-6205 tdd  
202/376-6219 fax

## **Regulations and Information**

- ☛ ADA Regulations for Title I - Equal Employment Opportunity for Individuals with Disabilities contact: Equal Employment Opportunity Commission, 1801 L Street, NW, Room 9024, Washington, DC 20507. 800/669-3362 - voice 800/800-3302 - tdd. Alternative formats are available.
- ☛ Information on making job accommodations contact: JAN (Job Accommodation Network). 800/526-7234 - U.S. - voice/tdd 800/526-4698 in W. Va. - voice/tdd.
- ☛ The President's Committee on Employment of People with Disabilities (PCEPD) has other ADA brochures and publications. Alternative formats are available.

# **Americans with Disabilities Act**

## **In Brief**

### **Focus on Employment**

"Every man, woman and child with a disability now can pass through once-closed doors into a bright new era of equality, independence and freedom."

**President George Bush**



**President's Committee  
on Employment of People  
with Disabilities**

**Purpose:** The purpose of the Americans with Disabilities Act (ADA), PL 101-336, is to extend to people with disabilities civil rights similar to those now available on the basis of race, color, national origin, sex and religion through the Civil Rights Act of 1964. It prohibits discrimination on the basis of disability in: • employment, • services rendered by state and local governments, • places of public accommodation, • transportation, • telecommunications services. This brochure focuses on the employment provisions of the ADA. Other provisions of ADA are covered in other brochures in this series.

### The ADA says...

"No covered entity shall discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures; the hiring, advancement, or discharge of employees; employee compensation; job training; and other terms, conditions, and privileges of employment."

### Major Employment Provisions

- ✓ ADA requires equal opportunity in selection, testing and hiring of qualified applicants with disabilities.
- ✓ ADA prohibits discrimination against workers with disabilities. This provision is similar to the Civil Rights Act of 1964 and Title V of the Rehabilitation Act of 1973. Beginning in July 1992, it applies to all employers with 25 or more employees and in July 1994, to all employers with 15 or more.
- ✓ ADA employment provisions apply to private employers, state and local governments, employment agencies, labor organizations, and joint labor-management committees.
- ✓ ADA requires equal treatment in promotion and benefits.

## Americans With Disabilities Act PL 101-336



- ✓ ADA requires reasonable accommodation for applicants and workers with disabilities when such accommodations would not impose "undue hardship." Reasonable accommodation is a concept already familiar to and widely used in today's workplace.
- ✓ Employers may require that an individual not pose a direct threat to the health and safety of the individual or others.
- ✓ Employers may not make pre-employment inquiries about an applicant's disability or conduct pre-employment medical exams. They may ask if applicants can perform specific job functions and may condition a job offer on results of a medical exam, but only if the exam is required for all entering employees in similar jobs.
- ✓ Employers may conduct tests for the illegal use of drugs and may prohibit illegal use of drugs and alcohol in the workplace.

### Some Key Definitions

- The term "disability" means:
  - \* a physical or mental impairment that substantially limits one or more of the major life activities, for example, walking, seeing, speaking or hearing;
  - \* a record of such an impairment, for example, a person who has recovered from cancer;
  - \* being regarded as having such an impairment even when no limitations exist, for example, a person who is scarred from burns.
- The term "qualified individual with a disability" means an individual with a disability who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.
- The term "reasonable accommodation" may include:
  - \* making existing facilities used by employees readily accessible to and usable by individuals with disabilities;
  - \* job restructuring, part-time or modified work schedules, reassignment to a vacant position;
  - \* acquisition or modification of equipment or devices;
  - \* appropriate adjustment or modifications of examinations, training materials or policies;
  - \* the provision of qualified readers or interpreters;
  - \* other similar accommodations
- The term "undue hardship" means an action requiring significant difficulty or expense. Factors to be

## Enforcement

The Department of Justice (DOJ) is the Federal agency that is responsible for enforcing ADA public accommodation provisions. The Architectural and Transportation Barriers Compliance Board issues minimum guidelines for accessibility of new or remodeled structures.

Timetables or compliance vary from section to section in the ADA. In general, public accommodations provisions are effective January 26, 1992, however, some exceptions are detailed in the Act.

**Welcome  
Customer**



Revised February 1992

### **President's Committee on Employment of People with Disabilities**

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202/376-6200 voice  
202/376-6205 tdd  
202/376-6219 fax

## Regulations and Information

• ADA Regulations for Title III - Public Accommodations and Services Operated by Private Entities contact: U.S. Department of Justice, P.O. Box 66118, Washington, DC 20530-6118. 202/514-0301- voice 202/514-0381- tdd. Alternative formats are available.

• Americans with Disabilities Act (ADA) Accessibility Guidelines for Buildings and Facilities contact: Architectural and Transportation Barriers Compliance Board, 1331 F Street, NW, Suite 1000, Washington, DC 20004-1111. 202/272-5434 - voice/tdd. 800/872-2253 - voice/tdd. Alternative formats are available.

• The President's Committee on Employment of People with Disabilities (PCEPD) has other ADA brochures and publications. Alternative formats are available.

## Americans with Disabilities Act

### In Brief

## Focus on Public Accommoda- tions

"Every man, woman and child with a disability now can pass through once-closed doors into a bright new era of equality, independence and freedom."

**President George Bush**



**President's Committee  
on Employment of People  
with Disabilities**

# Americans With Disabilities Act (PL 101-336)

**Purpose:** The purpose of the Americans with Disabilities Act (ADA), PL 101-336, is to extend to people with disabilities civil rights similar to those now available on the basis of race, color, national origin, sex and religion through the Civil Rights Act of 1964. It prohibits discrimination on the basis of disability in: • employment, • services rendered by state and local governments, • places of public accommodation, • transportation, • telecommunications services.

This brochure focuses on the rights customers and consumers with disabilities have when doing business with the private sector. Other provisions of the ADA are covered in other brochures in this series.



## The ADA says...

"No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation."

## Key Public Accommodations Provisions

✓ Public Accommodations such as hotels, restaurants, theaters, stores, offices, transit stations, museums, parks, schools, social service agencies and gyms must not discriminate against individuals with disabilities.

✓ These provisions generally become effective January 26, 1992.

✓ Policies and practices must be changed in order to avoid discrimination.

✓ Auxiliary aids and services are required unless the business can demonstrate undue hardship.

✓ Existing facilities: Barriers must be removed when such removal can be accomplished without much difficulty or expense. If not, alternative methods of making goods and services available must be in place, if such methods are readily achievable.

✓ Altered facilities: Altered area must be accessible to the maximum extent feasible. When alterations affect a primary function area, a path of travel to the altered area and restrooms serving the altered area must be accessible to the extent that added costs are not disproportionate.

✓ New facilities must be accessible unless structurally impracticable.

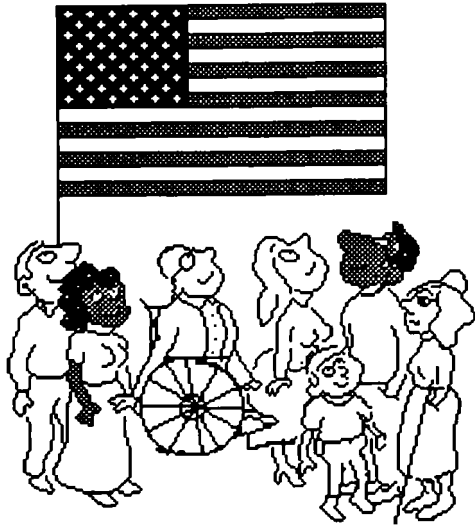
✓ Elevators need not be provided in buildings under three floors or with less than 3000 square feet per floor, other than in shopping centers and health care buildings.

✓ Bona fide private clubs and religious groups are not covered by these provisions.

## Enforcement

The Department of Transportation (DOT), is responsible for enforcing ADA transportation provisions. The Architectural and Transportation Barriers Compliance Board issued minimum guidelines for accessibility of new or remodeled transportation facilities and new vehicles.

Timetables or compliance vary from section to section in the ADA. Some features of the Act become effective almost immediately while other features are phased in over several years.



Revised February 1992

### President's Committee on Employment of People with Disabilities

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## Regulations and Information

ADA Regulations for Transportation for Individuals with Disabilities contact: Urban Mass Transportation Administration, 400 7th Street, SW, Room 9316, Washington, DC 20590. 202/366-9306 or 4011 - voice 202/755-7687 or 366-2979 - tdd. Copies of the regulations will be made available on request in alternative formats.

Americans with Disabilities Act (ADA) Accessibility Guidelines for Transportation Vehicles contact: Architectural and Transportation Barriers Compliance Board, 1331 F Street, NW, Suite 1000, Washington, DC 20004-1111. 202/272-5434 - voice/tdd. 800/872-2253 - voice/tdd. Alternative formats are available.

The President's Committee on Employment of People with Disabilities (PCEPD) has other ADA brochures and publications. Alternative formats are available.

## Americans with Disabilities Act

### In Brief

### Focus on Transportation

"Every man, woman and child with a disability now can pass through once-closed doors into a bright new era of equality, independence and freedom."

President George Bush



President's Committee  
on Employment of People  
with Disabilities

**Purpose:** The purpose of the Americans with Disabilities Act (ADA), PL 101-336, is to extend to people with disabilities civil rights similar to those now available on the basis of race, color, national origin, sex and religion through the Civil Rights Act of 1964. It prohibits discrimination on the basis of disability in: • employment, • services rendered by state and local governments, • places of public accommodation, • transportation, • telecommunications services.

This brochure focuses on some of the major transportation provisions of the ADA. Other provisions of the ADA are covered in other brochures in this series.

## The ADA says...

✓ Newly purchased and leased bus and rail vehicles must be accessible. For publicly-funded systems, this requirement went into effect August 26, 1990.

✓ Public transit authorities must provide comparable service to individuals who cannot use fixed route systems unless it would pose an undue burden.

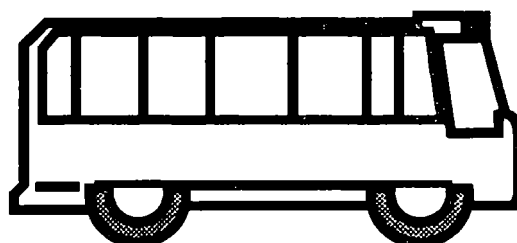
✓ All demand-response service which is provided to the general public, and privately-funded fixed-route service, must purchase only accessible vehicles unless it can be demonstrated that the service is

accessible when viewed in its entirety. The exception is privately-funded fixed-route service, which uses vehicles carrying fewer than 16 people.

✓ Newly-purchased over-the-road coaches purchased after July 26, 1996 must be accessible. In the case of small companies, the effective date is July 26, 1997. The President can extend this for one year. The bill commissions a three-year study to determine the best way to provide access to over-the-road coaches.

✓ New bus and rail facilities must be accessible. In altered facilities, the altered area must be accessible to the maximum extent feasible. When alterations affect a primary function area, a path of travel to altered areas and

# Americans With Disabilities Act (PL101-336)



## Major Transportation Provisions

## The ADA says...

Transportation provided by a public entity:

"No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any such entity."

restrooms serving altered areas must be accessible to the extent that added costs are not disproportionate. Services provided in existing facilities must be accessible when viewed in their entirety.

## Rail:

✓ New vehicles must be accessible.

✓ One car per train must be accessible by July 1995.

✓ Key rail stations must be accessible by July 26, 1993, with exemptions available up to year 2020.

✓ Amtrak stations must be accessible by year 2010.

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ADA and the Health Professional  
(2 copies)

46 pgs

THE AMERICANS WITH  
DISABILITIES ACT

*A D A*

A N D

T H E

H E A L T H  
P R O F E S S I O N A L

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A  
C L O S E  
R E L A T I O N S H I P

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An Introduction To What Health  
Professionals Need To Know

President's Committee on Employment  
of People with Disabilities



President's Committee on  
Employment of People with Disabilities

Washington, D.C. 20004-1107

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# Employer Incentives: When Hiring People with Disabilities

12pgs

# **Employer Incentives**

## **When Hiring People with Disabilities**



**President's Committee on  
Employment of People  
with Disabilities**

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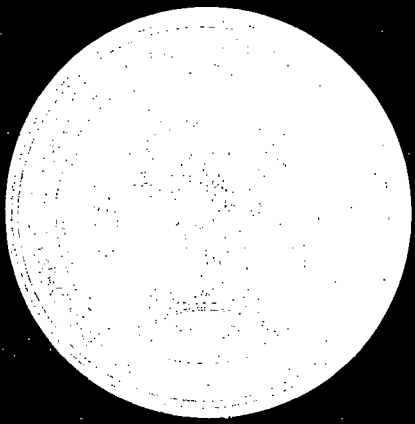
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President's Committee on Employment  
of People with Disabilities

16pgs



***This  
is the  
President's Committee***

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The Americans with Disabilities  
Act : Your Responsibilities as an  
Employer

19pgs

U.S. Equal Employment Opportunity Commission



# The Americans With Disabilities Act

Your Responsibilities as  
an Employer

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The Americans with Disabilities  
Act: Your Employment Rights as an  
Individual with a Disability



# The Americans With Disabilities Act

Your Employment Rights as  
an Individual With  
a Disability



President's Committee on Employment  
of People with Disabilities

## **UPDATE**

### **READY WILLING & AVAILABLE**

**The Targeted Jobs Tax Credit, discussed on page 23, was reauthorized, retroactive to June 30, 1992, through December 31, 1994, by Public Law 103-66, the Omnibus Budget Reconciliation Act of 1993, signed into law on August 10, 1993.**

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President's Committee on Employment of People with Disabilities

R E A D Y

W I L L I N G

A V A I L A B L E

A BUSINESS

GUIDE FOR

HIRING PEOPLE

WITH

DISABILITIES

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# ADA SUMMIT

*We have joined together to seek the full and harmonious implementation of the Americans with Disabilities Act. At the same time we strive to stem litigation, fear, hostility and expense that could occur, if we do not work together. Wendy Lechner, National Federation of Independent Business*

*My highest priorities as your next President are to restore economic opportunity and rebuild a sense of community in our great nation. That is why I believe the ADA is so important.... I am strongly committed to full implementation and enforcement of the ADA, because I believe that our entire nation will share in the economic and social benefits that will result from full participation of Americans with disabilities in our society.*



Bill Clinton

*On behalf of President Lane Kirkland and our 14 million members ... I say to you that whenever the rights of people with disabilities are challenged, labor will be there to answer the call. Richard Womack, Director for Civil Rights, AFL-CIO*

*We have not resolved all of our differences, but we have achieved an historic fundamental agreement among business, labor, government and the disability community to cooperate for the full implementation of ADA. Pat Wright, DREDF*